



INTERDEPARTMENTAL MEMORANDUM

Office of Legal Matters

January 23, 1992

To: Harry Miller

From: Susan Kaplan *SK*

Subject: Retirement

In reviewing the December 13, 1991 Faculty Senate minutes, your mention of our conversation caught my eye.

As it appears in the minutes, the description is inaccurate. I did not say there were no cases regarding the ability of a creditor to reach an individual's pension plan account; indeed, we spoke about the Purdue case. What I did say was that I was unaware of any District of Columbia cases.

c: Doris Trone ✓

SBK/djb

THE GEORGE WASHINGTON UNIVERSITY
Washington, D.C.

MINUTES OF A REGULAR MEETING
OF THE FACULTY SENATE HELD ON
DECEMBER 13, 1991, AT THE
VIRGINIA CAMPUS, ROOM 204

The meeting was called to order by President Trachtenberg at 2:20 p.m.

Present: President Trachtenberg, Vice President French, Burdetsky, Carson, Felts, Garris, Griffith, Gupta, Harrington, Hill, Holmes, Keimowitz, Kenny, Miller, Morgan, D. Robinson, L. Robinson, Silber, S. Smith, Smythe, and Vontress

Absent: Registrar Gaglione, Parliamentarian Schechter, Belknap, Divita, East, Friedenthal, Gilmore, Giordano, Maddox, Mahmood, Park, Parke, Pock, Schiff, P. Smith, and Wirtz

APPROVAL OF MINUTES

The minutes of the regular meeting of November 8, 1991, were approved as distributed.

RESOLUTIONS

RESOLUTION 91/5, "A RESOLUTION TO AMEND THE FACULTY ORGANIZATION PLAN WITH REGARD TO THE COMPOSITION OF THE FACULTY SENATE AND EXECUTIVE COMMITTEE TO CONFORM WITH THE MERGER OF THE COLLEGE AND GRADUATE SCHOOL OF ARTS AND SCIENCES"

On behalf of the Executive Committee, Professor Griffith, Chair, moved adoption of Resolution 91/5, and the motion was seconded. Professor Griffith explained that the effect of the proposal was to adjust the Faculty Organization Plan's allocation of seats in the Senate and Executive Committee upon the merger of GSAS with Columbian College. The Executive Committee recommends decreasing the elected membership of the Senate by the one seat currently allocated to GSAS, in view of the possibility that in the near future an additional seat or two might need to be added for new schools now being contemplated for Public Policy or Communications. The GSAS seat on the Executive Committee, which now rotates biennially with the Elliott School representative, would under this proposal simply be assigned for the time being to the Elliott School. He said that, in the meantime, the Executive Committee agreed on its own initiative to establish a subcommittee to look at the whole question of allocation of seats in the Senate among the various schools. Professor Griffith pointed out that if the Senate acts favorably on this resolution today, then it can be placed on the agenda of the Faculty Assembly which must approve amendments to the Faculty Organization Plan. The meeting of the

Assembly is scheduled for January 29, 1992. If the Senate does not approve Resolution 91/5 today, then a second meeting of the Assembly would have to be called to approve whatever changes the Senate might adopt at a later Senate meeting. A discussion followed by Professors Gupta, Hill and Griffith.

The question was called, and Resolution 91/5 was unanimously adopted. (Resolution 91/5 is attached.)

INTRODUCTION OF RESOLUTIONS

No resolutions were introduced.

REPORT ON STATUS OF PROPOSAL TO PERMIT CASHABILITY AND TRANSFERABILITY OF TIAA/CREF FUNDS UPON RETIREMENT

Professor Hill, Chair of the Appointment, Salary and Promotion Policies Committee (including Fringe Benefits), reported on the Committee's discussion on the question of cashability of TIAA/CREF funds upon retirement. He said that for the past several years TIAA/CREF has given institutions the option of permitting their employees at the time of retirement or termination to cash out 100% of their CREF accumulations and 10% of their TIAA accumulations each year over a 10-year period. Several universities in the GW "Market Basket of Comparability" have already made this option available to their employees. Whether GW should follow their example, fully or with certain restrictions, has been under discussion in the Benefits Review Committee (BRC) and in the Senate's ASPP Committee. The ASPP's discussion divided those who, at one extreme, favor a policy that would permit retirees to cash out both their own and GW's contributions to both TIAA and CREF from those who, at the other extreme, believe that any cash-out option would defeat the University's initial and continuing purpose of providing an assured annuity for its retired employees. Professor Hill said that on November 20th, the BRC chose a middle ground approach that would allow GW employees, at the time of their termination, to cash out their own but not the University's contributions to TIAA and CREF. The ASPP's vote was conducted in three stages. No member favored a motion to take no action whatsoever. Six members favored the BRC's recommendations, i.e., to allow terminated employees to cash out their own but not the University's contributions to TIAA and CREF. Four members voted for full cashability, i.e., to allow terminated employees to cash out both their own and the University's contributions to TIAA and CREF. Professor Hill said that the ASPP members agreed that the split vote should be made known to the Senate in order to emphasize the difficulty the Committee experienced in trying to reach a consensus on this question of cashability, and therefore, the Senate may wish to consider its own position on this issue. Professor Hill noted that members of both the BRC and ASPP who have inquired of colleagues find a strong current of opinion favoring complete cashability; however, he said there is one element of

cashability which is uncertain-annuity funds subject to Faculty cashability may be placed at greater risk from creditors depending on the statute and circumstance. He also pointed out that Vice President Bortz has made it clear that he wishes all constituencies of the University to be consulted before any recommendation goes forward to the President. In closing, Professor Hill distributed a statement which reflects the "cashability compromise" approved by the Benefits Review Committee and by a 6-4 vote of the ASPP Committee. (The statement is attached.)

Professor Griffith asked Professor Hill if the ASPP Committee anticipated offering a resolution to the Senate in January with respect to this matter. Professor Hill replied that the ASPP Committee's intent was just to provide the Senate with the information it has on this issue first, but if the Senate wants to have a vote on the matter, then he will go back to the Committee and ask that a resolution be prepared for Senate action. Vice President Bortz said that the recommendation on cashability formulated by the Benefits Review Committee is not yet ready to be forwarded to the President. There are some other related issues which the BRC has been asked to review also and these too will be coming one at a time to the ASPP Committee for review as it was his understanding that the Faculty Senate might wish to take a position on these other recommendations as they are presented. Vice President Bortz said that eventually he will be putting together a package of recommendations to present to the President, but in the meantime, he is trying to have discussions on the issues among as large a group as possible.

A discussion followed by President Trachtenberg, Vice President Bortz, Professors Hill, Silber and Griffith.

Professor David Robinson raised a procedural point. Since the Benefits Review Committee is reporting directly to the President with a series of proposals, he said he had no sense as to whether those proposals are in any way interdependent on the issue of cashability. Professor Robinson said that since the ASPP Committee was divided on the issue, he thought the Committee might have given the Senate some alternative proposals to consider. Professor Griffith pointed out that the Executive Committee did not know the outcome of the ASPP's Committee vote on this issue before placing this report on the agenda. Since the vote was divided, he thought the ASPP Committee could offer a resolution with a minority report for Senate action. He then asked Vice President Bortz to clarify the question of whether or not the cashability issue was in some sense interdependent on the other elements of proposed changes in the retirement plan or whether they were logically separable. Vice President Bortz replied that it could be separated but it was very possible there were some other options which would be forthcoming that would influence how the Benefits Review Committee would put this forward to the President. For example, the BRC is looking at the institution's contribution to the retirement plan in the

future, possibly a secondary retirement program, the SRA and other supplemental programs. Depending upon what those other Faculty options are, he said recommendations will be made to determine what will be appropriate for GW in the future, regardless of what has been appropriate in the past, although each issue will have to be worked on one at a time.

Further discussion followed by Professors Hill, Gupta, Morgan, and Vice President Bortz.

Professor Felts voiced his concern about the legal aspect of cashability of retirement funds. When employees have no choice about disposition of their funds, these funds remain sheltered or protected from the risk of a suit, either professionally or personally. If, on the other hand, there is a choice and these funds lose that protection, then Professor Felts wondered if the University would assume some liability for having changed the rules. He said that the medical faculty would be very interested in having a written legal opinion on that aspect before they arrive at some judgment on this issue. Professor Miller pointed out that he had spoken to Susan Kaplan earlier in the day about this very issue and she informed him that there were no court decisions about this matter. He said that he attended the ASPP Committee's meeting when it discussed the issue of cashability, and, as Professor Hill clearly stated, the Committee voted for cashability. Professor Miller urged the Senate to pass a motion approving the cashability portion. The Senate could then later debate about the form this cashability might take. The President said that it seemed to him that until it could be determined that such funds would not be at risk, the cashability option could not be decided.

Further discussion followed by Professors Miller, Hill, Griffith, D. Robinson, Morgan, Harrington, Vontress, Garriss, Dean Burdetsky, Vice President Bortz, and President Trachtenberg.

Professor Stephen Smith then asked if the Senate could get a legal opinion on the question of vulnerability of funds subject to cashability so that the Senate would have a basis for making a decision on this issue. President Trachtenberg asked Vice President Bortz to ask a law firm to provide the University with a written opinion on this subject.

Professor Griffith said he believed there was a reasonable consensus from the discussion in the Senate that the question of cashability ought to be brought before the Senate in the form of a resolution with at least one alternative option from the ASPP Committee, together with general information about the tax implications. He said that it seemed to him that the University could get a legal opinion on the question of vulnerability which would at least inform the Senate what the risk aspect might be at this point. Professor Hill said that he would submit a resolution to the Executive Committee for debate by the Senate at its January

17th meeting.

REPORT ON THE WITHDRAWAL OF GEORGETOWN UNIVERSITY FROM THE
WASHINGTON RESEARCH LIBRARY CONSORTIUM

Professor Harrington, Chair of the Libraries Committee said that he wished to report briefly on the withdrawal of Georgetown University from the WRLC because the Libraries Committee thought this was a matter of considerable concern. He then presented an outline on the background of the WRLC established in 1989 which included The American University, The Catholic University, Gallaudet University, George Mason University, The George Washington University, Georgetown University, Marymount University, and the University of the District of Columbia. These institutions agreed to fund the WRLC to provide faculty and students at the contributing universities with the rapid and accurate information retrieval originally envisaged. In addition to the on-line computer facilities mentioned, a grant from the U.S. Department of Education for \$7 million was obtained by the WRLC to build a storage facility suitable to archive infrequently accessed research materials. Since the agreement was signed in 1989, both the President, Father Healy, and the University Librarian of Georgetown University have left. Professor Harrington said that the new University Librarian at Georgetown University has been less than enthusiastic on the merits of the WRLC. Virtually no access to the search and retrieval system now implemented--ALADIN--has been provided on campus at Georgetown, and the faculty do not seem to be aware that such a system even exists. The WRLC newsletter, circulated to the contributing members in large numbers, to the best of the Senate Libraries Committee's knowledge, was not reaching its intended clientele at Georgetown. Therefore, the Libraries Committee concluded it is not surprising that the current President of Georgetown University, Father O'Donovan, has informed the WRLC Board of Directors that Georgetown University will be withdrawing from the WRLC as of June, 1992. The unity of participation by all of the university libraries is important to achieving the mission of WRLC. Consequently, the Libraries Committee makes the following recommendations to the Senate:

- (1) First and foremost, the Committee recommends that The George Washington University continue to participate in the WRLC to a level commensurate with the resources which will ensure a continuation of the WRLC whether Georgetown University withdraws from the WRLC or not, being mindful of the cost and benefits arising from such participation; and
- (2) It is also recommended that every effort be made possibly at all levels, but certainly at the collegial level, to encourage the faculty at Georgetown University to re-evaluate the projected

withdrawal from WRLC on the merits of participation or lack thereof, and after the faculty at Georgetown have had a chance to receive all information pertinent to participation in WRLC. The motivation for such effort is based on the desire to continue scholarly cooperation which is in some significant measure facilitated through the WRLC.

Professor Harrington then asked the Senate if it wished to approve these recommendations of the Libraries Committee.

Professor Smythe said he sensed that in the first recommendation there might be some financial cost to GW by Georgetown's withdrawal from the WRLC. University Librarian, Sharon Rogers, responded that there would be no increase in cost to GW, even without Georgetown, except the loss of scholarly material.

Professor Griffith explained that the Libraries Committee had originally submitted a draft resolution on this issue to the Executive Committee; however, the Executive Committee suggested that the Libraries Committee present a report to the Senate instead, because as a matter of courtesy between institutions it did not seem appropriate for the GW Senate to act upon a resolution involving the faculty of Georgetown. In the past, Professor Griffith said, the Chairs of the Executive Committee of the Senate had met on a periodic basis with the Chairs of the Senates of Georgetown and American Universities. He said he plans to contact the Chair of the Georgetown Senate to initiate a discussion about this matter.

The President said that he thought that that would be a good idea, but he wanted the record to show that he had nothing whatsoever to do with this and would not want Father O'Donovan to think he was sending GW faculty to stir up the Georgetown faculty. Professor Griffith said that he would make it clear that any such discussion with Georgetown faculty was not of an official nature. Professor Morgan said it seemed to him that it was entirely appropriate for the GW Faculty Senate to ask questions of the Georgetown Faculty Senate about the level of information given to the Georgetown faculty on this matter.

Further discussion followed by Professors Silber, Griffith, and President Trachtenberg.

The President then called upon University Librarian Sharon Rogers who announced that there has been a change in the leadership of WRLC, due to the resignation of Paul Vasallo as President and CEO. She said Elizabeth A. Payne, formerly Manager of Library Services for WRLS, has agreed to assume the position of Interim Director.

GENERAL BUSINESS

I. NOMINATION FOR ELECTION OF FACULTY MEMBER TO THE COMMITTEE ON ADMINISTRATION MATTERS AS THEY AFFECT THE FACULTY

On behalf of the Executive Committee, Professor Griffith moved the nomination for election of Professor Garth Andrus to the Committee on Administrative Matters as They Affect the Faculty. The nomination was approved.

II. REPORT OF THE EXECUTIVE COMMITTEE

On behalf of the Executive Committee, Professor Griffith reported on the following items:

(1) Resolution 91/5, having been adopted by the Senate this day, will be placed on the agenda of the Faculty Assembly scheduled for January 29, 1992, at 3:30 p.m., in Marvin Theatre. The Executive Committee asked Senate members to urge their faculty to attend the Assembly so that there will be a quorum present to vote upon this resolution. It is anticipated that the President will make a "State of the University" address, and the floor may be opened for questions from the faculty.

(2) Final Mission Statement from Senate Standing Committees are due in January, and the Executive Committee would appreciate receiving them by that time so that these statements can be published by the end of the Spring term.

(3) The Coates/Cohen/Garris Report, together with recommendations from the implementing Task Force, are expected to be placed on the Senate's agenda for the January 17th meeting.

(4) From the discussion today, a resolution from the Appointment, Salary and Promotion Policies Committee on cashability of TIAA/CREF funds is expected to be placed on the Senate's agenda also for the January 17th meeting.

(5) Upcoming agenda items are two resolutions from the Committee on Appointment, Salary and Promotion Policies Committee on (a) the establishment of school-wide personnel committees, and (b) recognition of the status of joint appointments in the Faculty Code.

(6) The next meeting of the Executive Committee is Friday, January 3, 1992, to set the agenda for the January 17th meeting; any items of business for the Senate's agenda should be received by the Executive Committee before January 3rd.

Professor Griffith then expressed the thanks of the Faculty Senate to President Trachtenberg for inviting the Senate to hold its meeting today at the Virginia Campus, giving the members an

opportunity to see this splendid new building; to Associate Vice President Irwin R. Price, who gave the Senate a tour of the facilities; to Administrator Peter O'Reilly, who hosted this event; and to the GW Transportation Services which provided transportation for some of the members. He then wished everyone Happy Holidays on behalf of the Executive Committee.

III. INTERIM REPORTS OF SENATE COMMITTEE CHAIRS

(a) Professor Rycroft, Chair of the Special Committee on Northern Virginia Campus, reported that he expects to have a draft report of the Special Committee by February or March. He said that 80% of the work had been done by the previous Committee, but there was a gap of some five months. The original issues studied by the Committee are still there, but now the Committee has much more information. There are some new players and a whole set of initiatives have been proposed in early stages of discussion that can dramatically alter the configuration we have here, and it's those kind of issues that must be dealt with now. He said even though the Committee got off to a slow start, it has made it through this semester and will be reporting in the early part of the new year.

(b) Professor Hill, Chair of the Appointment, Salary and Promotion Policies Committee, distributed copies of a clarification of the 1992 Summer Sessions course-cancellation policy agreed to at a meeting with Vice President French on December 11, 1991. He said that this statement will be sent to department chairs. It restates the agreement reached on October 8, 1991, announced to the Senate on October 11, 1991, but omitted from the document sent out to chairs on December 3, 1991. (The Statement of Clarification is attached.)

(c) Professor Smythe, Chair of the Fiscal Planning and Budgeting Committee, reported that the Committee at its last meeting reviewed annual reports and the figures of the Medical Center, which appeared to be close to target. In January, the Committee should be getting the figures on the parking fee issue, and, by February, figures on the proposed Wellness Center project.

A discussion followed by President Trachtenberg, Vice President Katz, Professors Morgan, Silber, and David Robinson.

BRIEF STATEMENTS (AND QUESTIONS)

Professor Gupta said that he has heard rumors that the BC/BS and Capital Care Health Plans are going to be dropped in the near future, and he asked if this was true. Vice President Bortz replied that the Benefits Review Committee is continuing to look at options available in health care. There is no reason to believe at this time that BC/BS will be dropped. He said there

is every reason to believe that additional options may be presented, and the BRC is keeping its eye on the health of BC/BS which is somewhat suspect in certain areas of the country. This is of great concern to the Committee and this is being looked at very carefully. Another thing the Committee is looking at is the BC/BS Indemnity Plan, which, if the Senate remembers in its discussions last year of this Plan, is subsidized by everyone else. Vice President Bortz said that there was merely an investigation as to whether or not BC/BS, including the Capital Care Plan, was going to meet the needs of this institution.

ADJOURNMENT

Upon motion made and seconded, President Trachtenberg adjourned the meeting at 4:04 p.m.

A handwritten signature in cursive script, reading "J. Matthew Gaglione". The signature is written in dark ink and is positioned above the printed name and title.

J. Matthew Gaglione
Secretary

[Any inquiries about this resolution should be directed to Professor Griffith, Executive Committee, Ext. 4-6265]

A RESOLUTION TO AMEND THE FACULTY ORGANIZATION PLAN WITH REGARD TO THE COMPOSITION OF THE FACULTY SENATE AND EXECUTIVE COMMITTEE TO CONFORM WITH THE MERGER OF THE COLLEGE AND GRADUATE SCHOOL OF ARTS AND SCIENCES (91/5)

WHEREAS, the Board of Trustees on October 17, 1991, approved the proposed merger of the College and Graduate School of Arts and Sciences, effective July 1, 1992; and

WHEREAS, the Faculty Organization Plan currently allocates a separate seat in the Faculty Senate and on the Senate's Executive Committee to represent the Graduate School of Arts and Sciences as a separate entity, one which will in the future no longer exist; NOW, THEREFORE,

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

(1) That the President, as Chairman of the Faculty Assembly, is requested to place on the agenda of the Faculty Assembly at the earliest opportunity two amendments to the Faculty Organization Plan, as follows:

(a) Article III, Section 2, subsection (a)(3) be amended to read:

"The faculty members of the Senate shall be elected by and from their faculties as follows: Columbian College and Graduate School of Arts and Sciences, nine; the Schools of Education and Human Development, Engineering and Applied Science, ~~Government-and-Business-Administration~~ Business and Public Management, Medicine and Health Sciences, and the National Law Center, three each; and the Elliott School of International Affairs, one. ~~and the Graduate School of Arts and Sciences, one each.~~ The faculty members shall be professors. . . ."

(b) Article III, Section 5, subsection (b) be amended to read:

"The Executive Committee shall consist of seven faculty members of the Senate and the President ex officio. The following ~~six~~ seven schools shall have one representative each: the Columbian College and Graduate School of Arts and Sciences, the National Law Center, the School of Education and Human Development, the School of Engineering and Applied Science, the School of Medicine and Health Sciences, and the School of ~~Government and-Business-Administration~~ Business and Public Management, and the Elliott School of International Affairs. ~~The seventh seat shall alternate biennially between the Senate representatives of the School of International Affairs and the Graduate School of Arts and Sciences.~~ Any faculty member of the Senate shall be eligible. . . ."

(continued)

Resolution (91/5) continued

(2) Upon approval by the Faculty Assembly, the President is requested to forward at the earliest opportunity the proposed amendments to the Faculty Organization Plan to the Board of Trustees for final approval, to become effective July 1, 1992.

Executive Committee of the Faculty Senate
November 22, 1991

Adopted December 13, 1991

THE GEORGE WASHINGTON UNIVERSITY

Cashability

CREF Cashability:

Employee portion is cashable upon termination of employment. Further, for individuals with less than 5 years of service at GWU, the employer portion is also cashable upon termination of employment.

TIAA Cashability:

Based upon GWU's CREF cash policy (stated above), the employee portion of TIAA is cashable over a ten year period upon termination of employment. For individuals with less than 5 years of service at GWU, the employer portion of TIAA is also cashable over a ten year period upon termination of employment.

Cash withdrawals from TIAA upon termination of employment follow the institution's CREF cash policy, but the rate of such withdrawal from TIAA is limited by the TIAA contract. The TIAA portion will be paid over a ten year period through the establishment of a TIAA Ten Year Transfer Payout Annuity. The ten-year payout period protects TIAA participants from sudden and unpredictable outflows of funds that could disrupt TIAA's long-term investment strategy and adversely impact the level of investment earnings credited to TIAA annuities.

Note from P. Hill: The foregoing text reflects the "cashability compromise" approved by the Benefits Review Committee and by a 6-4 vote of the ASPP committee. This language is the "official" version of what TIAA/CREF will specify to GW as the terms of the compromise proposal if GW takes this course of action. By "official," I mean that these paragraphs were drafted by Brian Cressey, Advisory Officer of TIAA/CREF. The BRC on 4 December clarified the language in minor respects--with Cressey's approval--and endorsed it as an accurate statement of the "Cashability compromise."

The following "clarification" of "course cancellation policy," agreed to at a meeting with V.P. French on December 11, will be distributed to department chairs. It restates the agreement reached on October 8, announced to the Senate on October 11, but omitted from the document sent out to chairs on December 3.

From P. Hill. 11 December 1991

Alternate wording for first paragraph under "Summer Sessions Policy Amendments, December 1991."

I. Course cancellation Policy

Courses may be subject to cancellation if, immediately after regular registration closes, they enroll fewer than 6 students. The offering of such courses will be negotiated between chairs and deans, in consultation with the Director of Summer Sessions. Among the potential exceptions to the rule will be (1) required courses, (2) courses of faculty with other concurrently high enrolled courses, and (3) total departmental enrollment. It is also understood that the lower the enrollment, the stronger the justification must be for allowing the course to be offered. Other exceptions will be made for courses in which the instructors do not receive regular compensation (e.g., music practicum). Students taking summer courses under tuition benefits are not included in the course enrollment count.

(Note: The "potential exceptions" listed above will apply only to the summer sessions of 1992.)

THE GEORGE WASHINGTON UNIVERSITY
Washington, D.C.

The Faculty Senate

December 2, 1991

The Faculty Senate will meet on Friday, December 13, 1991, at 2:10 p.m., in Conference Room 204 at the Virginia Campus.

AGENDA

1. Call to order
2. Approval of the minutes of the regular meeting of November 8, 1991
3. Resolutions:

A RESOLUTION TO AMEND THE FACULTY ORGANIZATION PLAN WITH REGARD TO THE COMPOSITION OF THE FACULTY SENATE AND EXECUTIVE COMMITTEE TO CONFORM WITH THE MERGER OF THE COLLEGE AND GRADUATE SCHOOL OF ARTS AND SCIENCES (91/5); Professor Griffith, Executive Committee of the Faculty Senate (Resolution 91/5 is attached)
4. Introduction of Resolutions
5. Report on status of proposal to permit cashability and transferability of TIAA/CREF Funds upon retirement by Professor Peter P. Hill, Chair, Committee on Appointment, Salary and Promotion Policies (including Fringe Benefits)
6. Report on the withdrawal of Georgetown University from the Washington Research Library Consortium by Professor Robert J. Harrington, Chair, Committee on Libraries
7. General Business:
 - (a) Nomination for election of Professor Garth Andrus to the Committee on Administrative Matters as They Affect the Faculty
 - (b) Report of the Executive Committee: Professor William B. Griffith, Chair
 - (c) Interim Reports of Senate Committee Chairs
8. Brief Statements (and Questions)
9. Adjournment



J. Matthew Gaglione
Secretary

[Any inquiries about this resolution should be directed to Professor Griffith, Executive Committee, Ext. 4-6265]

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(continued)

Resolution (91/5) continued

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Executive Committee of the Faculty Senate
November 22, 1991